

Attachment 3

Management Resumes Indicating Applicant's Technical Qualifications

The Team Members

Ivan Zweig President

Mr. Zweig founded ICC in December of 1998. The concept started merely as a re-biller of different carriers in the industry for Internet traffic. With perfection constantly being the number one goal, ICC began to buy wholesale from NKOBB networks which has now evolved into the goal of becoming a facilities based carrier. ICC will be a facilities based carrier within 60 days. He joins us from NET-tel Communications where he was the Western Region Dedicated Sales Manager since February of 1998. Mr. Zweig was responsible for the Internet sales for 52 reps in the Western Region. Mr. Zweig was previously employed by MidCom Communications where he was a Sales Manager after being an Account Executive for a short time. All of the management team migrated over to NET-tel from MidCom when that opportunity arose and when MidCom was purchased by Winstar. Mr. Zweig has over four years of experience in the telecom industry. Before Midcom, Mr. Zweig raised over \$500,000 from private investors to fund a health food and nutrition franchise called Smoothie King. He purchased the rights to build 18 stores in the Bay Area and sold interest after building the first two. Additionally, Mr. Zweig started a city magazine called *Dallas/Ft. Worth Lifestyles*. Mr. Zweig sold enough advertising as an account executive in the first 60 days to carry the magazine for the entire first year of operations. This was Mr. Zweig's first venture after college and a brief stint of playing professional baseball. Mr. Zweig attended Tulane University and was a member of Team USA in 1991 which played in Cuba for the Pan American Games. He was also a two-time All-American pitcher while at Tulane.

Alex Ponnath Chief Technical Officer

Mr. Ponnath joined ICC in February of 2000. He was previously a shareholder and CTO for NKOBB Networks a fast growing ISP based in Los Angeles. During his time at NKOBB he was responsible for all technical aspects of the day-to-day business including network build-out, infrastructure planning and Vendor Management.

From 1996 till 1999 he worked for the Los Angeles based Interconnect Nextcom, where he assumed the roll as Senior Network Engineer. During his time at Nextcom he built out the company wide voice over IP infrastructure and computer network. Based on his extensive knowledge of wide area networking, he took the lead on all major wide area networking and voice over IP/Frame projects for major accounts.

Before moving to the US in 1993, Mr Ponnath was a founding partner in 1990 of an Outdoor Advertising and Sports Marketing Firm which was later sold for \$2 Million to Germany's largest outdoor advertiser. While attending the University of Munich, Mr. Ponnath worked as a radio host for a private radio network.

Mr. Ponnath holds a degree in communication from the University of Munich, Germany. In his spare time he enjoys playing golf and downhill skiing.

Members of the Advisory Board

Barry F. Brault, Executive Director, Treasury Operations Paramount Pictures

Mr. Brault has been with Paramount Pictures for the past 14 years. Over this period Mr. Brault has served within the accounting and finance divisions of the Company assuming greater roles of responsibility with each promotion. Prior to his current position Mr. Brault was the Director of Financial Reporting for Paramount which included SEC Reporting.

Prior to Paramount Pictures, Mr. Brault was employed with the international accounting firm, Coopers & Lybrand, which recently merged with Price Waterhouse to form the firm Price Waterhouse Coopers. Mr. Brault spent over five years with Coopers & Lybrand. Most of his clients were SEC Reporting clients and covered the Telecommunications, Public Utility and Oil, Gas & Mining sectors of industry. Mr. Brault is a certified public accountant, is a member of the American Institute of Certified Public Accountants and holds a B.S. degree in accounting from Villanova University.

Terence C. Byrne, Principal, Founder of T. T. Byrne Capital Investments, Inc.

Mr. Byrne has been involved in the high technology venture capital arena for most of the past decade. Currently, he is the Principal of T. T. Byrne Capital Investments where he acts as an investment banker and advisor to The Bartholomew Venture capital Fund. The Bartholomew Fund has invested in companies in the e-commerce, telecommunications and food service industries. Most recently Mr. Byrne held executive positions, including Chief Executive Officer and Chairman of The Tirex Corporation, Inc. Previously, Mr. Byrne served as President of Digital Optronics, Inc., a business engaged in the manufacturing of digital optronic measuring devices for the defense industry. Prior to its acquisition by Digital Optronics, Mr. Byrne was the Founder and President of Byrne Industries, Inc. a manufacturer of electronic defense equipment that completed numerous contracts with multi-billion dollar defense industry companies, such as Lockheed Aviation. Mr. Byrne has a B.A. degree in economics from Villanova University.

Chet Zalesky President of Consumermetrics, Inc. (CMI)

CMI provides information based solutions to marketing questions, issues and problems. Mr. Zalesky has over 15 years of marketing experience dealing with such related industry issues as: customer value management, pricing; customer, client and employee satisfaction; new product development; and market segmentation. His clients include members of the Fortune 500 and are found in a variety of service industries including Food Services; Financial Services; Hotel and Travel; Telecommunications; Internet, Television; and utilities.

Mr. Zalesky is also a partner in Z_Squared, LLC, an investing company in emerging businesses such as Internet and Communications. He is responsible for market planning, acquisition, and retention strategies.

Mr. Zalesky is an active member of the American Marketing Association where he has served on committees for several national and regional research conferences. Mr. Zalesky holds an M.S. degree in Marketing Research from the University of South Carolina and also holds a B.S. degree in Business Administration from Villanova University.

Dennis Zweig
President March Enterprises

March Enterprises provides sales and marketing expertise of products in both manufacturing and distribution for department and discount stores across the United States.

Mr. Zweig is also a partner in Z_Squared, LLC, an investing company in emerging businesses such as Internet and Communications, where he is an advisor on marketing and cash flow needs. Mr. Zweig holds a B.A. degree in Marketing from the University of Alabama.